

NA Empower: Diversity, Equity, and Inclusion Task Force Update

March 15, 2023



NA Empower Mission & Vision



NA Empower Mission

To empower our students and staff to create a more inclusive community that recognizes, honors, and celebrates our differences.

Vision

Give students and staff the power to impact more equitable policies, practices, curriculum, and instruction

We will strengthen North Allegheny's commitment to diversity, equity, and inclusion

Identify needs and concerns of the community

Support the development of culturally competent individuals



History of NA Diversity Committee

- NA Diversity Team was first assembled in the early 1990's.
- Original committee assisted with creating:
 - harassment and tracking form and process
 - the diversity expression contest
- The committee has been made up of a combination of staff, administrators, and community members over the years.
- The committee was renamed the Dr. Marcia Martin Diversity Unity Committee in the early 2000's. Named after the late administrator who led the beginning years of the Diversity Committee.
- A Report on Diversity has been presented to the Board of Directors each year for 30 years.
- On March 24, 2021, NA Empower was introduced to the entire NASD community during a Board of School Directors meeting.
- For more information about NA Empower, visit www.northalleghey.org/NaEmpower



NA Empower Members

NA Empower is comprised of:

- Students
- Staff
- Teachers
- School Administrators
- Executive Council
- Board of Directors
- Parents/Guardians



NA Empower Meetings this School Year

Meeting Dates

- August 30, 2022
- October 25, 2022
- January 24, 2023
- March 7, 2023

Upcoming NA Empower Meeting: April 25



NA Empower Community Meetings this School Year

Meeting Dates

- September 27, 2022
- November 22, 2022
- February 28, 2023

Upcoming NA Empower Meeting: May 24



2022 - 2023 NA Empower Subcommittee Projects

- **Committee 1:** Develop a formalized plan for welcoming new students, families, and employees to the District.
- **Committee 2:** Develop a plan for reviewing Policies, Practices, and Curriculum and Instruction.
- **Committee 3:** Develop a process for inviting members of the students, staff, and community to join NA Empower next year.
- **Committee 4:** Build awareness and appreciation for multiple cultures.



Subcommittee 1: Develop a formalized plan for welcoming new students, families, and employees to the District.

Staff Experience

- Begins with a welcome postcard from Human Resources after the selected candidate is approved for employment.
 - [View the postcard!](#)
- Continues with standardized onboarding from HR, Tech Services, and Facility leadership, and includes 2 week, 30 day, and 60 day check-ins.
 - Intent is to provide new staff with welcome, contact information, and tools to get started.
- Process used whether hired at the start of the school year or midyear.
- New employee onboarding survey has been in place for this school year
 - Prompts for detailed information about hiring/onboarding experience



Subcommittee 1: Develop a formalized plan for welcoming new students, families, and employees to the District.

New Students

- Built out guidelines on how to consistently welcome students to the District, no matter the building.
- Ensure all are invited to participate in building-specific welcome activities
 - New Student Orientation
 - New Student Luncheon
 - Tours of the Building/Campus
 - Scheduling
- Make sure new students are connected with peers or staff to help acclimate them to the building.
- Survey students to gauge where they are through their first 60 days of school
 - Survey aims to get feedback regarding the orientation and education experience.
- Develop a postcard for welcoming individual new students



Subcommittee 1: Develop a formalized plan for welcoming new students, families, and employees to the District.

New Families

- Built out guidelines on how to consistently welcome families to the District, no matter the building.
- Ensure all are invited to participate in building-specific welcome activities
 - New Student/Family Orientation at start of each school year.
 - Tour of Building
- Make sure to provide school materials (calendar, schedule if known, activities info, etc.)
- Provide PFA/PTA/PTO/PTSO with contact info for new families and encourage connection
- Parent/Principal Coffees or other meetings
- Develop a check in with new families
- Survey new families regarding the orientation and education experience through their student's first 60 days of school.
 - Goal of the survey is to improve our processes for future families.



Subcommittee 2: Develop a plan for reviewing Policies, Practices, and Curriculum and Instruction.

- In Conjunction with the Library Department's Curriculum review, the committee will revise the processes used by NASD to evaluate its Library collection to determine what is disposed of and how new books are added.
- Document and house the processes within NASD procedural manuals
- Explore library resources so they reflect our student body (including digital resources).
- Students having access to public libraries through NASD.



Subcommittee 2: Develop a plan for reviewing Policies, Practices, and Curriculum and Instruction.

- Create a process to be used by Departments to propose new courses for addition to the NASD Program of Studies that includes multiple layers of review.
- Review and revise the process used by Departments in the selection of novels and other books used in the Curriculum.



Subcommittee 3: Develop a process for inviting members of the students, staff, and community to join NA Empower next year.

1. Recruitment and retention of the stakeholders invested in the District's diversity, equity, and inclusion efforts.
2. NA Empower will build a database of members, roles, interest areas, and membership level of involvement.
3. Establishment of membership guidelines with respect to committee structure, size, roles, and responsibilities:
 - a. Leadership council (ongoing commitment - attend monthly meetings)
 - b. Action Group (ongoing commitment according to projects)
 - c. Advisory (as interested)
4. NA Empower will evaluate membership 2 times per year; in the beginning of the year and at the beginning of second semester



Subcommittee 4: Build awareness and appreciation for multiple cultures.

- Establish a plan to build awareness and appreciation for multiple cultures.
- Determine key moments to recognize throughout the next year.
 - Distribute an online survey to students in grades 6-12 to influence what holidays, observances, and awareness days throughout the year are recognized.
 - Share the list of holidays, observances, and awareness days with District committees for feedback.
- Form committees to plan programming around the key holidays.
 - Committees will determine ways to recognize the holiday, observance, or awareness day. For example: Opportunities for action (i.e. organizations to join, events to participate, etc.), alumni spotlights, programming during classes, guest speakers, panel discussions, social media content, videos, podcast, etc.
 - Execute and/or co-sponsor events to recognize and celebrate holidays, observances, and awareness days.
 - Determine how the holidays are recognized on social media (i.e. content, video, photos, copy).
- Determine which holidays the District acknowledges in the annual activities calendar.



Reports of alleged unlawful harassment made by students.

	High School	Middle School	Elementary School	Total
January 2020 - January 2021	7	2	2	11
February 2021- February 2022	5	2	3	10
March 2022 - February 2023	10	0	5	15

District policy prohibits harassment or discrimination on the basis of race, color, age, creed, religion, sex, sexual orientation, gender (including gender identity or expression), ancestry, national origin, marital status, pregnancy, handicap/disability, or genetic information.

*The table above reports all allegations of unlawful harassment made by students and does not distinguish between those that violated board policies and those which were determined not to have violated board policy.



How to Report Concerns

It is everyone's responsibility to contribute to a safe and productive learning and working environment. Please report concerns to:

Assistant Superintendent/
Student Title IX Coordinator

Dr. Joseph Sciullo
200 Hillvue Lane
Pittsburgh, PA 15237

(412) 369-5896

jsciullo@northalleggheny.org

Director of Human Resources/
Employee Title IX Coordinator

Ms. Marijane Treacy
200 Hillvue Lane
Pittsburgh, PA 15237

(412) 369-5416

mtreacy@northalleggheny.org

(Contact information can also be found under Title IX section on District website.)





Thank You!